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16 JAN 1958  
 ICS NO.        BOX NO.        FILE NO.        DOC. NO. 61 NO CHANGE  
 IN CARRIER. APPROXIMATE NUMBER CHANGED TO: TO 8        REEL NUMBER 22  
REVIEWED 89 21119 20.3.5 BY 11 OC  
APR 1958 11 SP-1000-1000  
 KEY CARRIER        KEY WORDS        KEY PHRASES        KEY: RR 78-0

MEMORANDUM FOR: Assistant Deputy Director (Support)  
 SUBJECT: Revision of R [REDACTED]

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1. The Deputy Director (Support) has requested that paragraph 4b(2), CIA Regulation [REDACTED] be deleted. The following revisions are also proposed:

a. Paragraph 1.a - Change the last sentence to read: "This means that, although the newly recruited intelligence officer brings some academic competence to his job, he is suddenly called on to relate his abilities to the peculiar requirements of intelligence, and he must learn techniques and procedures while meeting instant consumer demand for a finished professional product."

b. Paragraph 1.b - Change the third sentence to read: "The Program is based on the following principles. Part of the Agency's personnel resources must always be invested against future needs and anticipated attrition. Professional personnel must be given the training and preparation required to discharge the Agency's complex responsibilities. The effective use of manpower depends on placement appropriate to the individual's capabilities. The individual who experiences the incentive of an appropriate assignment will develop attitudes toward this service which will impel him to become a member of the Career Staff."

c. Paragraph 2a(2) - Change this sentence to read: "Development and direction of flexible programs of career preparation, adapted to Agency needs and tailored to the individual's capacity, leading to appropriate placement."

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SUBJECT: Revision of [REDACTED]

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d. Paragraph 1, b - Change the second sentence of this paragraph to read: "Agency officials are also encouraged to provide opportunity for such personnel to enter the JOTP. This Program affords an excellent means of developing the professional potential of qualified personnel to fill positions of increasingly greater responsibility within the Agency."

e. Paragraph 3c(2) - Delete the words "and the Deputy Directors" so that the sentence will read "Assist the Director of Training in identifying, etc...."

f. Paragraph 3,d - Add: "(4) Nominating a representative to serve on an advisory panel which will assist the Director of Training in the selection of candidates for the Junior Officer Training Program."

g. Paragraph 4b(2) should be deleted.

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2. The Director of Training and the Director of Personnel have agreed to the foregoing changes in CIA [REDACTED] No further coordination is considered necessary. It is therefore requested the Regulation be republished incorporating the changes set forth above.

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*J.M.* MATTHEW BAIRD  
Director of Training

CONCURRENCE:

*/s/ Gordon S. WOOD*  
Director of Personnel

15 JAN 1958

Date

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